



KING COUNTY CIVIL RIGHTS COMMISSION

ANNUAL REPORT TO EXECUTIVE

JANUARY 1 - DECEMBER 31, 2005

COMMISSIONERS

Commissioner	Christine Landon	District 1
Commissioner	Virginia L. Tomicich (appointed May 13, 2005)	District 2
Commissioner	Kris Meilahn	District 3
Commissioner	Barbara Hurst (term expired June 2005)	District 4
Commissioner	Justin Patrick Walsh	District 5
Vacant		District 6
Commissioner	Kim Nguyen (term expired June 2005)	District 7
Commissioner	Catherine Moore	District 8
Commissioner	Antonio P. Cube, Sr. (term expired June 2005)	District 9
Commissioner	Hubert Sims, Chair (term expired June 2005)	District 10
Vacant		District 11
Commissioner	Antonio Wyatt	District 12
Vacant		District 13
Commissioner	Alice Griffin (term expired June 2005)	At-Large
Commissioner	Kelly Guy (appointed May 13, 2005)	At-Large
Commissioner	Steve Saunders (term expired June 2005)	At-Large
Commissioner	Mark Adreon (appointed October 5, 2005)	At-Large
Commissioner	Mario Morales	At-Large

The King County Civil Rights Commission was established in December, 1995 to take a strong leadership role in raising community awareness and involvement on civil rights issues and to advise the King County Executive and County Council on matters related to the County's civil rights programs. Its primary goal is to ensure equal opportunity for all through the effective enforcement of anti-discrimination ordinances and implementation of the County's civil rights programs. The Commission works in collaboration with a variety of interest groups including community, business, civic, and religious organizations.

The Commission has sixteen members each serving three-year terms. County Council members representing each of the King County Council districts nominate thirteen members, while the remaining three serve as at-large members, selected by the County Executive. All Commission members are confirmed by the County Council and serve without pay. It is the goal of the County to recruit people from diverse ethnic and protected group backgrounds. The Commission seeks representation from the African American, Asian American, Latino, Native American, Pacific Islander, Caucasian, Gay and Lesbian, and Disability communities. Commissioners reside within King County.

As the County's citizen advisory commission on civil rights, the KCCRC is responsible for reviewing and reporting on the effectiveness and progress of the County's affirmative action, non-discrimination enforcement, and minority/women business utilization programs. It is also responsible for educating the public and concerned groups on methods to prevent and eliminate discrimination and advise King County government on human and civil rights issues. The Commission periodically issues formal reports on its findings and makes formal presentations before the King County Council on a semi-annual basis. The ordinance creating the Commission also established four standing committees through which most of the work of the Commission is accomplished. The committees are Executive, Public Policy, Economic Development, and Community Relations. In the summer of 2005, after review and discussion, it was determined that the Committee of the Whole model that had been adopted in 2004 was not working well. The Commission decided to return to the four committee model of the Public Policy, Economic Development and Community Relations and Executive committees.

The Executive Committee "performs administrative oversight activities of the commission, including representing the commission, conducting business outside of regular commission meetings, and performing other relating and necessary activities in the interest of ensuring an effective County human and civil rights commission." K.C.C. Section 3.10.050 (A).

The Public Policy Committee "shall review and make recommendations on legislation, public rules and/or policies related to any of the County's equal opportunity, affirmative action, disability access and minority and women's business utilization programs." K.C.C. Section 3.10.050 (B).

The Economic Development Committee “reviews and makes recommendations for enhancing opportunities for utilization and participation of minority and women businesses on County contracts and other related business development activities.” K.C.C. Section 3.10.050 (C).

The Community Relations Committee “recommend[s] methods for educating concerned communities and the public at large on the work of the Commission and King County in advancing human and civil rights for all in the region and shall establish liaison with other regional and civil rights commissioners.” K.C.C. Section 3.10.050 (D).

In December 2004, Christine Landon was elected Chair, Hu Sims was elected Vice Chair and Kim Nguyen was elected as an at-large member of the Executive Committee, all to take effect on January 1, 2005. When Kim Nguyen decided not to pursue a second term on the Commission in June, Mario Morales was selected to complete her term on the Executive Committee. During this year, the Commission, under Christine Landon’s leadership, accomplished a significant number of achievements. They include:

Performing Other Relating and Necessary Activities In The Interest Of Ensuring an Effective County Human and Civil Rights Commission:

- Community Conversations: During 2005, the Commission continued its series of “Community Conversations” in which the Commission invited representatives of various community organizations to speak on issues of concern to King County’s ethnic, racial, gender and disability communities, in order to develop a more cohesive, culturally sensitive and educated Commission. Presenters included James Kelly, Executive Director of the Metropolitan Urban League of Seattle; Alfoster Garrett, Esq., President of the Seattle NAACP Chapter; Barb Clark-Elliott of the Seattle Chapter of PFLAG; Kenny Joe McMullin of POCAAN; and Leonard Dawson of Brother to Brother.
- Council Reception for Boards & Commissions: Two Commissioners attended the reception.

Review And Make Recommendations On Legislation, Public Rules And/Or Policies Related To Any Of The County’s Equal Opportunity, Affirmative Action, Disability Access And Minority And Women’s Business Utilization Programs:

- Review of Proposed 2005-2006 EEO/Affirmative Action Plan: The Commission continued to review and provide comments and feedback to Maria Batayola, Manager of the Hiring and Diversity Management Office in the Human Relations Division on the Proposed Plan. By the end of the year, the Commission had decided to focus their attention on the Plan’s unmet goals for hiring Persons with Disabilities.

- Update on OCR Omnibus Civil Rights Ordinance: In November, Bailey delongh, Manager of the Office of Civil Rights (OCR) provided an update on the status of the Omnibus Civil Rights Ordinance.

Review and Recommendations for Enhancing Opportunities for Utilization and Participation of Minority and Women Businesses on County Contracts and Other Related Business Development Activities:

- Community Conversation with Charles Rolland, Executive Director, Black Builders Association and Harold Wright, of Wright Inc., an Electrical Contracting Firm: The Commission engaged in a discussion with Mr. Rolland and Mr. Wright on the topics: Are Black Contractors getting public or private work after I-200; the reason for the Black Contractor's Association: and, the welfare and condition of Black contractors in King County, to learn more about the impact of I-200 on local contractors.
- Review of Office of Business Development and Contract Compliance (BDCC) Reports: The Commission reviewed the 2004 Apprenticeship Report, and a written report on the BDCC Contracting Opportunities Program.
- Review of Redrafted King County Contracting Opportunities Proposed Administrative Rules: In September, the Commission reviewed a draft of the King County Contracting Opportunities Proposed Administrative Rules.
- Presentation on the Contracting Opportunities Program: In October, George Northcroft of Business Relations and Economic Development (BRED) and Sandy Hanks of the Office of Business Development and Contract Compliance were invited by the Commission to make a presentation regarding the new Contracting Opportunities Program (COP) and Changes in the BOOST Program. The Commission noticed that that BDCC did not keep statistical data on the number of businesses owned and operated by persons with disabilities who participated in the COP program. As a result of the Commission raising this issue, BDCC will begin to capture this data effective January 1, 2006.

Educating Concerned Communities and the Public at Large on the Work of the Commission and King County:

- Dr. Martin Luther King Jr. Annual Celebration & Essay Contest: The students selected were: Brisa Halviatti of Kirkland, from the Northwest School, first prize winner of \$100; Ryan Walsh of Maple Valley from St. Anthony School, second prize winner of \$75; and Aaron Williams of Renton from St. Anthony School, and third prize winner of \$50. The awards were presented at the January 13, 2005 County Dr. Martin Luther King, Jr. Celebration at the 5th Avenue Theatre. More than 130 essays were received and reviewed by the Commission.

- Sponsored A Full Day Workshop with Dr. Shakti Butler: On April 13, 2005, Dr. Butler, the producer of the film, *"The Way Home"* facilitated a full day workshop that include a showing of the film and focused exploration that invited participants to constructively face internalized oppression through the lens of race. This workshop was free to members of community organizations that addressed issues of oppression due to race, gender, class, and sexual orientation. A diverse group of close to 90 community organization staffers, Commissioners and service providers attended the workshop which was held at the Langston Hughes Performing Arts Center. As a result of the forum, Commissioners surveyed certain attendees by phone to see where the Commission could work with them on future issues
- Co-sponsored the Third Seattle Race Conference: The Commission continued to co-sponsor this event, designed to create a shared understanding and language about the nature of racism, its modern day forms and the tools that can be used to end it, and to activate a "movement" for racial justice in Seattle that includes sustainable action components. Commissioners continued to serve on the Planning Committee and the actual conference took place in October 2005.
- Co-sponsored the First White Anti-Racist Gathering of Washington State: The Commission co-sponsored this inaugural event, designed to bring together activists and organizers who are working to dismantle racism in the State of Washington. The event took place in October 2005.
- Relationship with King County Sheriff's Office (KCSO): In 2005, the Commission continued to have a positive working relationship with the King County Sheriff's Office, due to the collaborative efforts of Chief Richard Krogh and Commissioners.

Commissioners and the Commission Administrator met and/or networked with the following community organizations during 2005:

1. Urban Enterprise Center - Greater Seattle Chamber of Commerce
2. Organization of Chinese Americans of Greater Seattle
3. Japanese American Citizen's League – Seattle Chapter
4. Japanese American Citizen's League – Lake Washington Chapter
5. The American Civil Liberties Union
6. Urban League of Metropolitan Seattle
7. NAACP – Seattle Branch
8. Hate Free Zone Campaign of Washington
9. Asian Resource Center (ARC)
10. Seattle Race Conference Planning & Steering Committee
11. King County Labor Council
12. Asian Counseling & Referral Service

13. Asian Pacific Islander Coalition
14. Vietnamese Professional Association
15. Puget Sound Diversity Task Force
16. Shoreline Community College – Multicultural Diversity Education Center
17. Seattle Central Community College – Native American Civil Rights Lecture
18. University of Washington – School of Social Work
19. Transgender Jail Policy Group
20. American Federation of Teachers (AFT) Washington – Human Rights Committee

Establish Liaison with Other Regional and Civil Rights Commissioners:

- Co-sponsored the Annual City of Seattle Human Rights Day: The City of Seattle 2005 Distinguished Citizen Award for Human Rights winners were L. Charles Jones (individual) and the People's Institute (organization).
- Regional Human Rights Forum: In June, the Commission began meetings with the Seattle Human Rights Commission for the planning of a regional Human Rights Forum.

Administrative:

In 2005 three new Commissioners were appointed: Virginia Tomicich in District 2, Catherine Moore in District 8, Kelly Guy, an at-large appointee from District 10, and Mark Adreon, an at-large appointee from District 8, who also serves as chair of the Section 504/ADA Advisory Committee. Several Commissioners' terms ended: Steve Saunders in March 2005; Barbara Hurst, Antonio Cube, Sr., Alice Griffin, Kim Nguyen, and Hu Sims in June 2005 (Commissioner Sims graciously consented to staying on the Commission to March 31, 2006 as no one had been appointed to take his place). Justin Walsh, Catherine Moore and Antonio Wyatt all resigned before the end of their term due to other commitments. There were vacancies in Districts 4, 5, 6, 7, 8, 9, 10, 11, 12, and 13 at the close of the year. Some of these vacancies were due to the changes in the size of the Council from 13 to 9 members.